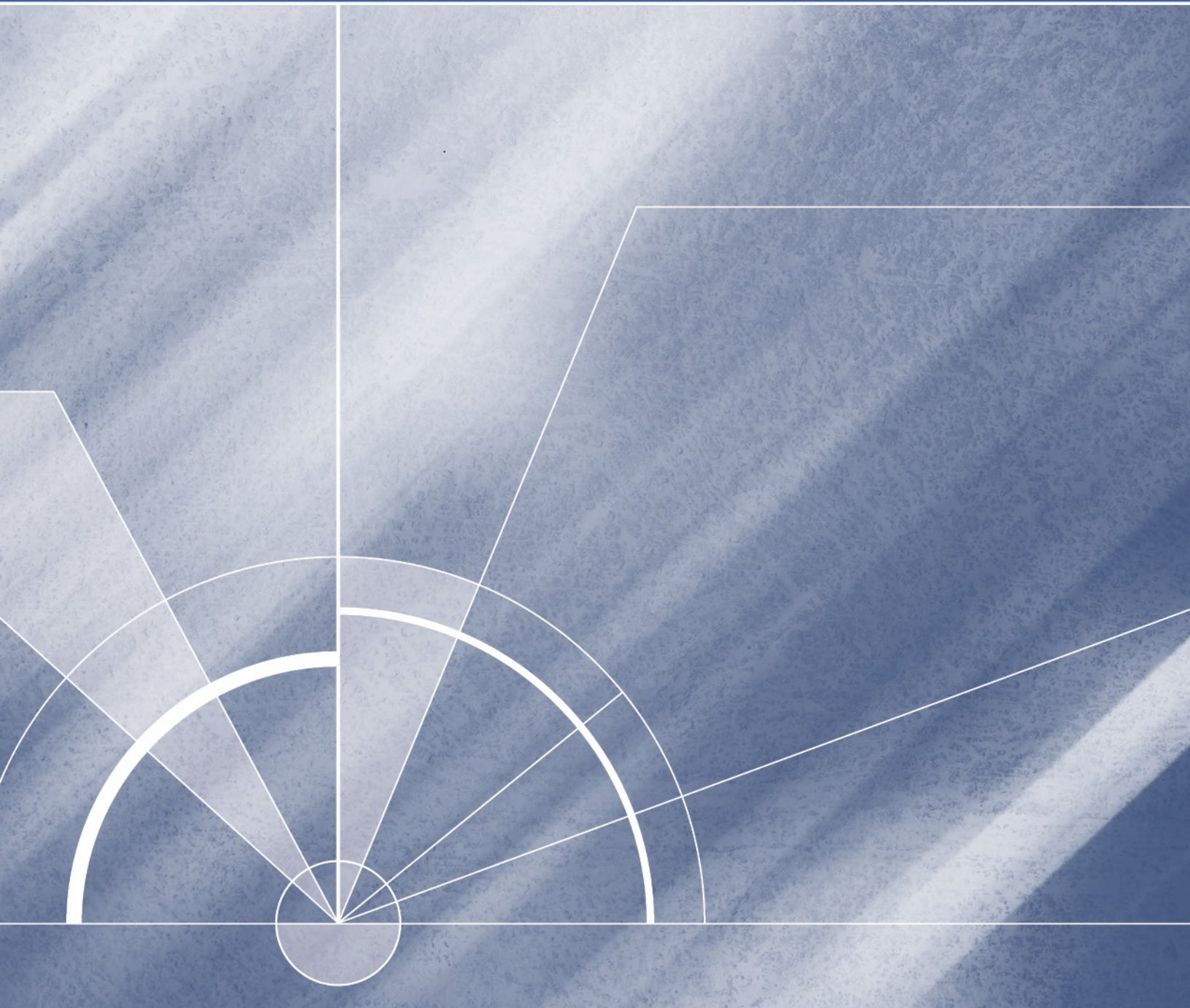


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

2nd Level
Subagency
Comparison
Report

General Services Administration
FAS Commissioner



General Services Administration

FAS Commissioner

2nd Level Subagency Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
General Services Administration	7,532	70.1%
FAS Commissioner	2,014	69.1%
Ofc of R10 Regional Deputy Commissioner	<10	--
Ofc of R01 Regional Commissioner	16	80.0%
Ofc of R02 Regional Commissioner	67	57.3%
Ofc of R03 Regional Commissioner	89	64.0%
Ofc of R04 Regional Commissioner	112	71.3%
Ofc of R05 Regional Commissioner	45	75.0%
Ofc of R06 Regional Commissioner	91	74.6%
Ofc of R07 Regional Commissioner	145	74.0%
Ofc of R08 Regional Commissioner	29	80.6%
Ofc of R09 Regional Commissioner	53	63.9%
Ofc of CO Commissioner	1,309	68.4%
FAS/Ofc of the Regional Commissioner	52	83.9%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

General Services Administration

FAS Commissioner

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
General Services Administration	7,520	75.6%	12.6%	11.8%
FAS Commissioner	2,010	79.8%	10.8%	9.4%
Ofc of R01 Regional Commissioner	16	63.7%	36.3%	0.0%
Ofc of R02 Regional Commissioner	67	73.0%	10.5%	16.5%
Ofc of R03 Regional Commissioner	89	69.9%	21.9%	8.2%
Ofc of R04 Regional Commissioner	112	89.0%	5.3%	5.7%
Ofc of R05 Regional Commissioner	45	83.8%	8.4%	7.9%
Ofc of R06 Regional Commissioner	91	74.1%	12.6%	13.3%
Ofc of R07 Regional Commissioner	145	79.0%	11.2%	9.8%
Ofc of R08 Regional Commissioner	28	81.6%	11.7%	6.7%
Ofc of R09 Regional Commissioner	53	64.8%	19.5%	15.8%
Ofc of CO Commissioner	1,306	81.2%	10.0%	8.8%
FAS/Ofc of the Regional Commissioner	52	79.2%	2.1%	18.6%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
General Services Administration	7,482	76.2%	12.6%	11.3%
FAS Commissioner	2,002	80.2%	10.6%	9.2%
Ofc of R01 Regional Commissioner	16	68.6%	17.8%	13.6%
Ofc of R02 Regional Commissioner	67	79.8%	6.5%	13.7%
Ofc of R03 Regional Commissioner	89	78.1%	13.5%	8.4%
Ofc of R04 Regional Commissioner	111	88.3%	4.9%	6.9%
Ofc of R05 Regional Commissioner	45	87.1%	8.2%	4.7%
Ofc of R06 Regional Commissioner	91	74.4%	17.8%	7.8%
Ofc of R07 Regional Commissioner	145	84.2%	8.9%	6.9%
Ofc of R08 Regional Commissioner	29	84.4%	6.5%	9.0%
Ofc of R09 Regional Commissioner	52	90.0%	4.0%	6.0%
Ofc of CO Commissioner	1,300	79.3%	11.2%	9.5%
FAS/Ofc of the Regional Commissioner	51	75.0%	10.6%	14.3%

General Services Administration
FAS Commissioner
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My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
General Services Administration	7,444	71.2%	14.1%	14.8%
FAS Commissioner	1,990	75.7%	12.3%	12.0%
Ofc of R01 Regional Commissioner	15	53.8%	19.1%	27.1%
Ofc of R02 Regional Commissioner	67	65.7%	19.6%	14.7%
Ofc of R03 Regional Commissioner	88	72.1%	12.5%	15.5%
Ofc of R04 Regional Commissioner	111	87.6%	8.7%	3.7%
Ofc of R05 Regional Commissioner	44	74.4%	8.6%	17.0%
Ofc of R06 Regional Commissioner	90	73.8%	11.1%	15.1%
Ofc of R07 Regional Commissioner	141	74.6%	14.9%	10.5%
Ofc of R08 Regional Commissioner	29	74.1%	16.4%	9.5%
Ofc of R09 Regional Commissioner	51	68.5%	13.7%	17.9%
Ofc of CO Commissioner	1,296	76.7%	11.9%	11.5%
FAS/Ofc of the Regional Commissioner	52	67.3%	11.3%	21.4%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
General Services Administration	7,484	76.5%	13.7%	9.9%
FAS Commissioner	2,002	79.9%	12.6%	7.6%
Ofc of R01 Regional Commissioner	16	81.3%	11.9%	6.8%
Ofc of R02 Regional Commissioner	67	77.6%	13.4%	9.0%
Ofc of R03 Regional Commissioner	89	79.1%	13.7%	7.1%
Ofc of R04 Regional Commissioner	111	88.5%	6.7%	4.9%
Ofc of R05 Regional Commissioner	45	84.0%	2.1%	13.9%
Ofc of R06 Regional Commissioner	91	77.2%	13.9%	8.9%
Ofc of R07 Regional Commissioner	144	81.1%	11.6%	7.3%
Ofc of R08 Regional Commissioner	29	90.3%	3.3%	6.4%
Ofc of R09 Regional Commissioner	53	74.4%	15.9%	9.7%
Ofc of CO Commissioner	1,300	79.2%	13.5%	7.3%
FAS/Ofc of the Regional Commissioner	51	83.5%	7.5%	9.0%

General Services Administration
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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
General Services Administration	7,448	82.8%	11.8%	5.4%
FAS Commissioner	1,994	83.6%	11.5%	4.9%
Ofc of R01 Regional Commissioner	16	85.0%	8.2%	6.8%
Ofc of R02 Regional Commissioner	67	82.8%	10.0%	7.2%
Ofc of R03 Regional Commissioner	89	77.4%	13.1%	9.5%
Ofc of R04 Regional Commissioner	112	87.9%	11.1%	0.9%
Ofc of R05 Regional Commissioner	45	83.6%	7.1%	9.3%
Ofc of R06 Regional Commissioner	91	79.2%	17.7%	3.1%
Ofc of R07 Regional Commissioner	143	88.9%	6.3%	4.7%
Ofc of R08 Regional Commissioner	29	92.9%	7.1%	0.0%
Ofc of R09 Regional Commissioner	52	68.6%	21.4%	10.0%
Ofc of CO Commissioner	1,292	83.4%	11.7%	4.8%
FAS/Ofc of the Regional Commissioner	52	91.1%	7.3%	1.6%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
General Services Administration	7,431	83.0%	9.8%	7.3%
FAS Commissioner	1,981	86.2%	8.6%	5.3%
Ofc of R01 Regional Commissioner	16	86.4%	6.8%	6.8%
Ofc of R02 Regional Commissioner	63	92.0%	4.6%	3.5%
Ofc of R03 Regional Commissioner	88	84.3%	7.2%	8.5%
Ofc of R04 Regional Commissioner	111	93.7%	5.4%	0.9%
Ofc of R05 Regional Commissioner	44	88.8%	9.1%	2.1%
Ofc of R06 Regional Commissioner	89	89.3%	6.1%	4.7%
Ofc of R07 Regional Commissioner	143	90.3%	6.9%	2.8%
Ofc of R08 Regional Commissioner	29	83.8%	6.6%	9.6%
Ofc of R09 Regional Commissioner	52	86.6%	5.8%	7.6%
Ofc of CO Commissioner	1,288	84.7%	9.6%	5.8%
FAS/Ofc of the Regional Commissioner	52	85.5%	9.3%	5.2%

General Services Administration
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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
General Services Administration	7,483	96.3%	2.3%	1.3%
FAS Commissioner	1,992	96.8%	2.1%	1.1%
Ofc of R01 Regional Commissioner	15	100.0%	0.0%	0.0%
Ofc of R02 Regional Commissioner	65	96.8%	3.2%	0.0%
Ofc of R03 Regional Commissioner	88	94.9%	1.5%	3.6%
Ofc of R04 Regional Commissioner	112	97.2%	2.8%	0.0%
Ofc of R05 Regional Commissioner	45	95.4%	1.9%	2.7%
Ofc of R06 Regional Commissioner	91	98.9%	0.0%	1.1%
Ofc of R07 Regional Commissioner	145	98.6%	1.4%	0.0%
Ofc of R08 Regional Commissioner	29	93.5%	3.3%	3.2%
Ofc of R09 Regional Commissioner	52	89.1%	6.4%	4.5%
Ofc of CO Commissioner	1,293	96.9%	2.1%	1.0%
FAS/Ofc of the Regional Commissioner	51	98.4%	1.6%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
General Services Administration	7,482	92.1%	6.6%	1.3%
FAS Commissioner	1,997	93.4%	5.3%	1.3%
Ofc of R01 Regional Commissioner	16	100.0%	0.0%	0.0%
Ofc of R02 Regional Commissioner	67	89.8%	8.6%	1.6%
Ofc of R03 Regional Commissioner	89	90.8%	6.9%	2.3%
Ofc of R04 Regional Commissioner	111	95.6%	3.5%	0.9%
Ofc of R05 Regional Commissioner	45	95.4%	1.9%	2.7%
Ofc of R06 Regional Commissioner	91	96.6%	3.4%	0.0%
Ofc of R07 Regional Commissioner	143	92.7%	6.7%	0.6%
Ofc of R08 Regional Commissioner	28	93.2%	3.5%	3.4%
Ofc of R09 Regional Commissioner	53	85.5%	12.4%	2.1%
Ofc of CO Commissioner	1,297	93.5%	5.2%	1.4%
FAS/Ofc of the Regional Commissioner	51	98.4%	1.6%	0.0%

General Services Administration
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My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
General Services Administration	7,498	59.0%	15.3%	25.7%	15
FAS Commissioner	2,008	65.1%	13.9%	21.0%	2
Ofc of R01 Regional Commissioner	16	76.0%	5.9%	18.1%	0
Ofc of R02 Regional Commissioner	67	68.8%	8.9%	22.3%	0
Ofc of R03 Regional Commissioner	89	60.3%	20.2%	19.5%	0
Ofc of R04 Regional Commissioner	112	78.1%	8.9%	13.0%	0
Ofc of R05 Regional Commissioner	45	80.9%	1.6%	17.5%	0
Ofc of R06 Regional Commissioner	91	54.2%	18.0%	27.9%	0
Ofc of R07 Regional Commissioner	145	62.8%	14.2%	22.9%	0
Ofc of R08 Regional Commissioner	29	59.6%	21.8%	18.6%	0
Ofc of R09 Regional Commissioner	53	58.8%	25.4%	15.8%	0
Ofc of CO Commissioner	1,303	65.7%	13.2%	21.2%	2
FAS/Ofc of the Regional Commissioner	52	46.7%	25.0%	28.4%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
General Services Administration	7,477	65.9%	14.3%	19.8%	14
FAS Commissioner	2,001	69.7%	13.6%	16.8%	2
Ofc of R01 Regional Commissioner	16	62.7%	24.8%	12.5%	0
Ofc of R02 Regional Commissioner	67	74.2%	15.6%	10.2%	0
Ofc of R03 Regional Commissioner	89	72.9%	10.4%	16.6%	0
Ofc of R04 Regional Commissioner	112	80.4%	8.8%	10.8%	0
Ofc of R05 Regional Commissioner	45	72.5%	8.6%	18.9%	0
Ofc of R06 Regional Commissioner	90	55.9%	20.1%	24.0%	0
Ofc of R07 Regional Commissioner	145	73.5%	10.8%	15.7%	0
Ofc of R08 Regional Commissioner	29	73.3%	10.7%	15.9%	0
Ofc of R09 Regional Commissioner	53	71.2%	17.2%	11.6%	0
Ofc of CO Commissioner	1,297	68.8%	13.7%	17.4%	2
FAS/Ofc of the Regional Commissioner	52	66.9%	16.3%	16.8%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
General Services Administration	7,372	68.0%	14.6%	17.4%	23
FAS Commissioner	1,965	71.5%	13.2%	15.3%	6
Ofc of R01 Regional Commissioner	16	69.5%	11.9%	18.7%	0
Ofc of R02 Regional Commissioner	67	64.9%	15.8%	19.4%	0
Ofc of R03 Regional Commissioner	88	68.6%	17.3%	14.1%	0
Ofc of R04 Regional Commissioner	112	82.5%	5.3%	12.1%	0
Ofc of R05 Regional Commissioner	45	74.8%	4.2%	21.0%	0
Ofc of R06 Regional Commissioner	86	60.6%	20.3%	19.1%	0
Ofc of R07 Regional Commissioner	141	74.5%	14.0%	11.4%	1
Ofc of R08 Regional Commissioner	29	79.5%	7.1%	13.4%	0
Ofc of R09 Regional Commissioner	53	61.8%	19.3%	18.9%	0
Ofc of CO Commissioner	1,272	71.8%	13.3%	14.9%	5
FAS/Ofc of the Regional Commissioner	51	65.6%	9.6%	24.8%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
General Services Administration	7,457	87.0%	8.3%	4.7%	23
FAS Commissioner	1,995	87.7%	8.5%	3.8%	5
Ofc of R01 Regional Commissioner	16	87.3%	12.7%	0.0%	0
Ofc of R02 Regional Commissioner	67	89.7%	3.9%	6.4%	0
Ofc of R03 Regional Commissioner	89	89.3%	7.1%	3.6%	0
Ofc of R04 Regional Commissioner	112	90.9%	8.3%	0.9%	0
Ofc of R05 Regional Commissioner	45	86.2%	7.0%	6.8%	0
Ofc of R06 Regional Commissioner	91	86.5%	13.5%	0.0%	0
Ofc of R07 Regional Commissioner	142	88.3%	8.3%	3.4%	1
Ofc of R08 Regional Commissioner	29	92.8%	3.3%	3.8%	0
Ofc of R09 Regional Commissioner	53	87.7%	10.2%	2.1%	0
Ofc of CO Commissioner	1,293	86.9%	8.9%	4.1%	4
FAS/Ofc of the Regional Commissioner	52	91.8%	1.7%	6.6%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
General Services Administration	7,426	90.0%	7.1%	2.9%	11
FAS Commissioner	1,986	90.9%	6.4%	2.7%	3
Ofc of R01 Regional Commissioner	15	92.6%	0.0%	7.4%	0
Ofc of R02 Regional Commissioner	66	83.3%	7.7%	9.0%	0
Ofc of R03 Regional Commissioner	88	92.0%	5.7%	2.3%	0
Ofc of R04 Regional Commissioner	112	95.4%	3.8%	0.9%	0
Ofc of R05 Regional Commissioner	45	89.2%	6.1%	4.7%	0
Ofc of R06 Regional Commissioner	91	92.2%	6.8%	1.0%	0
Ofc of R07 Regional Commissioner	145	90.7%	6.2%	3.0%	0
Ofc of R08 Regional Commissioner	29	96.7%	3.3%	0.0%	0
Ofc of R09 Regional Commissioner	52	87.9%	5.9%	6.2%	0
Ofc of CO Commissioner	1,287	90.3%	7.1%	2.6%	2
FAS/Ofc of the Regional Commissioner	51	100.0%	0.0%	0.0%	1

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
General Services Administration	7,454	73.4%	11.9%	14.7%	37
FAS Commissioner	1,995	75.3%	10.9%	13.7%	6
Ofc of R01 Regional Commissioner	16	100.0%	0.0%	0.0%	0
Ofc of R02 Regional Commissioner	66	82.5%	7.6%	9.9%	1
Ofc of R03 Regional Commissioner	89	68.0%	15.6%	16.4%	0
Ofc of R04 Regional Commissioner	112	87.4%	5.2%	7.4%	0
Ofc of R05 Regional Commissioner	44	91.3%	4.4%	4.3%	0
Ofc of R06 Regional Commissioner	88	86.6%	7.8%	5.6%	0
Ofc of R07 Regional Commissioner	144	84.8%	7.5%	7.7%	1
Ofc of R08 Regional Commissioner	29	75.9%	10.6%	13.5%	0
Ofc of R09 Regional Commissioner	52	66.2%	16.6%	17.3%	0
Ofc of CO Commissioner	1,297	72.2%	12.0%	15.8%	4
FAS/Ofc of the Regional Commissioner	52	73.3%	10.1%	16.5%	0

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My Work Experience (continued)

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
General Services Administration	7,361	75.2%	13.3%	11.5%	137
FAS Commissioner	1,966	78.8%	12.0%	9.2%	35
Ofc of R01 Regional Commissioner	16	81.2%	12.5%	6.2%	0
Ofc of R02 Regional Commissioner	66	80.2%	6.2%	13.6%	0
Ofc of R03 Regional Commissioner	87	77.3%	10.4%	12.3%	1
Ofc of R04 Regional Commissioner	109	81.3%	11.2%	7.4%	2
Ofc of R05 Regional Commissioner	44	72.9%	15.7%	11.4%	0
Ofc of R06 Regional Commissioner	91	81.8%	14.8%	3.4%	0
Ofc of R07 Regional Commissioner	142	78.4%	14.0%	7.6%	3
Ofc of R08 Regional Commissioner	29	61.0%	32.5%	6.5%	0
Ofc of R09 Regional Commissioner	50	69.7%	12.3%	17.9%	2
Ofc of CO Commissioner	1,278	79.4%	11.7%	8.9%	24
FAS/Ofc of the Regional Commissioner	50	77.1%	7.7%	15.3%	2

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
General Services Administration	7,446	89.1%	8.2%	2.7%	21
FAS Commissioner	1,990	90.8%	6.7%	2.5%	3
Ofc of R01 Regional Commissioner	15	86.1%	6.5%	7.4%	0
Ofc of R02 Regional Commissioner	67	89.4%	5.7%	4.9%	0
Ofc of R03 Regional Commissioner	88	90.7%	5.7%	3.6%	0
Ofc of R04 Regional Commissioner	112	94.8%	4.3%	0.9%	0
Ofc of R05 Regional Commissioner	45	91.8%	6.0%	2.1%	0
Ofc of R06 Regional Commissioner	89	93.1%	3.2%	3.7%	0
Ofc of R07 Regional Commissioner	143	97.1%	2.3%	0.6%	0
Ofc of R08 Regional Commissioner	27	88.8%	7.0%	4.1%	0
Ofc of R09 Regional Commissioner	52	88.6%	7.6%	3.8%	0
Ofc of CO Commissioner	1,296	89.9%	7.9%	2.2%	2
FAS/Ofc of the Regional Commissioner	51	89.1%	3.3%	7.6%	0

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
General Services Administration	7,217	73.3%	14.9%	11.9%	273
FAS Commissioner	1,931	77.3%	13.0%	9.6%	69
Ofc of R01 Regional Commissioner	15	65.3%	15.0%	19.6%	1
Ofc of R02 Regional Commissioner	65	67.3%	19.1%	13.6%	2
Ofc of R03 Regional Commissioner	84	78.0%	14.6%	7.4%	5
Ofc of R04 Regional Commissioner	107	82.4%	7.6%	9.9%	2
Ofc of R05 Regional Commissioner	45	83.8%	9.3%	6.8%	0
Ofc of R06 Regional Commissioner	87	74.3%	7.4%	18.3%	4
Ofc of R07 Regional Commissioner	139	81.8%	9.5%	8.7%	4
Ofc of R08 Regional Commissioner	27	85.4%	7.6%	7.0%	2
Ofc of R09 Regional Commissioner	52	70.0%	17.5%	12.5%	0
Ofc of CO Commissioner	1,254	77.5%	14.0%	8.6%	48
FAS/Ofc of the Regional Commissioner	50	69.9%	12.2%	17.9%	1

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
General Services Administration	7,441	68.5%	17.1%	14.3%	36
FAS Commissioner	1,994	76.0%	13.7%	10.3%	5
Ofc of R01 Regional Commissioner	16	74.7%	5.7%	19.5%	0
Ofc of R02 Regional Commissioner	66	66.6%	17.9%	15.5%	0
Ofc of R03 Regional Commissioner	89	78.1%	17.3%	4.6%	0
Ofc of R04 Regional Commissioner	112	85.2%	10.3%	4.4%	0
Ofc of R05 Regional Commissioner	44	82.2%	6.8%	11.0%	0
Ofc of R06 Regional Commissioner	90	76.0%	14.9%	9.1%	0
Ofc of R07 Regional Commissioner	144	79.9%	13.0%	7.1%	1
Ofc of R08 Regional Commissioner	29	79.9%	16.9%	3.2%	0
Ofc of R09 Regional Commissioner	52	61.8%	17.9%	20.3%	0
Ofc of CO Commissioner	1,295	75.2%	14.0%	10.9%	3
FAS/Ofc of the Regional Commissioner	51	80.4%	8.2%	11.5%	1

General Services Administration
FAS Commissioner
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My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
General Services Administration	7,328	74.2%	12.8%	13.0%	193
FAS Commissioner	1,962	79.1%	10.9%	10.0%	49
Ofc of R01 Regional Commissioner	16	74.4%	6.2%	19.4%	0
Ofc of R02 Regional Commissioner	67	71.8%	16.2%	12.0%	0
Ofc of R03 Regional Commissioner	83	78.4%	9.8%	11.7%	6
Ofc of R04 Regional Commissioner	109	86.9%	7.5%	5.6%	3
Ofc of R05 Regional Commissioner	43	81.0%	2.1%	16.9%	2
Ofc of R06 Regional Commissioner	90	79.1%	14.2%	6.7%	1
Ofc of R07 Regional Commissioner	143	78.5%	13.1%	8.4%	2
Ofc of R08 Regional Commissioner	28	67.9%	6.5%	25.6%	1
Ofc of R09 Regional Commissioner	51	71.1%	17.0%	11.9%	2
Ofc of CO Commissioner	1,276	79.3%	10.7%	9.9%	30
FAS/Ofc of the Regional Commissioner	51	81.9%	11.4%	6.7%	1

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
General Services Administration	7,517	83.5%	9.6%	7.0%
FAS Commissioner	2,010	86.4%	8.0%	5.5%
Ofc of R01 Regional Commissioner	16	67.9%	19.9%	12.2%
Ofc of R02 Regional Commissioner	67	82.6%	11.6%	5.8%
Ofc of R03 Regional Commissioner	89	90.9%	5.7%	3.4%
Ofc of R04 Regional Commissioner	111	88.7%	6.7%	4.6%
Ofc of R05 Regional Commissioner	45	86.0%	5.2%	8.8%
Ofc of R06 Regional Commissioner	91	82.4%	13.1%	4.5%
Ofc of R07 Regional Commissioner	144	87.8%	7.1%	5.1%
Ofc of R08 Regional Commissioner	29	74.6%	12.6%	12.7%
Ofc of R09 Regional Commissioner	53	88.5%	9.4%	2.1%
Ofc of CO Commissioner	1,307	87.4%	7.2%	5.3%
FAS/Ofc of the Regional Commissioner	52	70.7%	17.6%	11.7%

General Services Administration
FAS Commissioner
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My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
General Services Administration	7,251	50.6%	24.1%	25.4%	266
FAS Commissioner	1,941	54.0%	23.7%	22.3%	68
Ofc of R01 Regional Commissioner	16	38.6%	30.7%	30.6%	0
Ofc of R02 Regional Commissioner	62	38.9%	25.2%	35.9%	5
Ofc of R03 Regional Commissioner	86	58.1%	18.2%	23.7%	3
Ofc of R04 Regional Commissioner	109	81.9%	8.7%	9.4%	2
Ofc of R05 Regional Commissioner	45	70.6%	20.9%	8.6%	0
Ofc of R06 Regional Commissioner	88	42.9%	23.6%	33.5%	3
Ofc of R07 Regional Commissioner	137	55.3%	26.4%	18.3%	8
Ofc of R08 Regional Commissioner	28	71.4%	18.5%	10.2%	1
Ofc of R09 Regional Commissioner	50	55.5%	34.5%	10.1%	3
Ofc of CO Commissioner	1,262	52.7%	24.3%	23.0%	43
FAS/Ofc of the Regional Commissioner	52	34.1%	32.1%	33.8%	0

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
General Services Administration	6,975	47.1%	27.7%	25.2%	518
FAS Commissioner	1,867	52.0%	26.9%	21.1%	140
Ofc of R01 Regional Commissioner	15	45.2%	15.0%	39.8%	1
Ofc of R02 Regional Commissioner	63	40.4%	34.7%	24.9%	3
Ofc of R03 Regional Commissioner	80	49.7%	22.0%	28.3%	9
Ofc of R04 Regional Commissioner	107	68.9%	14.2%	16.9%	5
Ofc of R05 Regional Commissioner	41	52.5%	19.1%	28.4%	4
Ofc of R06 Regional Commissioner	88	38.6%	31.5%	29.9%	3
Ofc of R07 Regional Commissioner	138	50.7%	27.0%	22.4%	6
Ofc of R08 Regional Commissioner	23	59.7%	14.3%	26.0%	6
Ofc of R09 Regional Commissioner	45	46.1%	39.9%	14.0%	8
Ofc of CO Commissioner	1,213	52.7%	27.9%	19.4%	91
FAS/Ofc of the Regional Commissioner	49	44.6%	21.6%	33.8%	3

General Services Administration
FAS Commissioner
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My Work Unit (continued)

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
General Services Administration	6,604	43.6%	29.8%	26.5%	886
FAS Commissioner	1,756	48.8%	29.6%	21.6%	250
Ofc of R01 Regional Commissioner	12	57.0%	18.6%	24.5%	4
Ofc of R02 Regional Commissioner	60	40.5%	33.2%	26.3%	7
Ofc of R03 Regional Commissioner	72	49.9%	20.7%	29.4%	17
Ofc of R04 Regional Commissioner	101	57.1%	28.5%	14.4%	11
Ofc of R05 Regional Commissioner	37	47.0%	33.3%	19.6%	8
Ofc of R06 Regional Commissioner	81	44.1%	26.4%	29.6%	10
Ofc of R07 Regional Commissioner	128	45.4%	30.8%	23.7%	16
Ofc of R08 Regional Commissioner	25	48.0%	35.5%	16.5%	4
Ofc of R09 Regional Commissioner	45	53.3%	27.9%	18.7%	8
Ofc of CO Commissioner	1,140	48.9%	30.2%	20.9%	163
FAS/Ofc of the Regional Commissioner	51	49.1%	27.4%	23.5%	1

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
General Services Administration	7,064	48.5%	27.5%	24.1%	443
FAS Commissioner	1,890	55.9%	24.7%	19.4%	116
Ofc of R01 Regional Commissioner	15	45.2%	22.3%	32.6%	1
Ofc of R02 Regional Commissioner	64	47.0%	31.4%	21.6%	3
Ofc of R03 Regional Commissioner	81	56.7%	14.7%	28.6%	7
Ofc of R04 Regional Commissioner	109	73.3%	16.5%	10.2%	2
Ofc of R05 Regional Commissioner	43	52.4%	16.2%	31.3%	1
Ofc of R06 Regional Commissioner	87	49.9%	28.4%	21.7%	4
Ofc of R07 Regional Commissioner	133	52.8%	26.5%	20.7%	11
Ofc of R08 Regional Commissioner	26	64.9%	15.5%	19.6%	3
Ofc of R09 Regional Commissioner	48	54.5%	25.1%	20.3%	5
Ofc of CO Commissioner	1,226	55.4%	26.1%	18.5%	79
FAS/Ofc of the Regional Commissioner	52	58.5%	17.0%	24.5%	0

General Services Administration
FAS Commissioner
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My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
General Services Administration	6,927	53.1%	25.6%	21.3%	558
FAS Commissioner	1,864	59.9%	22.4%	17.7%	139
Ofc of R01 Regional Commissioner	14	58.3%	21.2%	20.5%	2
Ofc of R02 Regional Commissioner	58	45.9%	28.5%	25.6%	6
Ofc of R03 Regional Commissioner	74	59.1%	13.6%	27.3%	14
Ofc of R04 Regional Commissioner	107	76.2%	14.2%	9.6%	5
Ofc of R05 Regional Commissioner	44	60.0%	16.5%	23.6%	1
Ofc of R06 Regional Commissioner	89	53.0%	27.9%	19.1%	2
Ofc of R07 Regional Commissioner	135	53.5%	24.1%	22.4%	10
Ofc of R08 Regional Commissioner	26	72.0%	12.1%	15.9%	3
Ofc of R09 Regional Commissioner	47	61.0%	17.4%	21.6%	6
Ofc of CO Commissioner	1,214	60.0%	23.7%	16.3%	89
FAS/Ofc of the Regional Commissioner	51	61.0%	15.3%	23.7%	0

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
General Services Administration	7,465	84.0%	9.0%	7.0%	28
FAS Commissioner	2,007	86.1%	7.9%	6.0%	4
Ofc of R01 Regional Commissioner	16	94.3%	5.7%	0.0%	0
Ofc of R02 Regional Commissioner	66	78.8%	9.0%	12.2%	1
Ofc of R03 Regional Commissioner	89	89.1%	6.1%	4.8%	0
Ofc of R04 Regional Commissioner	112	91.5%	5.8%	2.6%	0
Ofc of R05 Regional Commissioner	44	86.6%	2.1%	11.3%	1
Ofc of R06 Regional Commissioner	91	82.2%	8.6%	9.2%	0
Ofc of R07 Regional Commissioner	144	91.3%	4.6%	4.1%	1
Ofc of R08 Regional Commissioner	29	89.7%	10.3%	0.0%	0
Ofc of R09 Regional Commissioner	53	92.1%	7.9%	0.0%	0
Ofc of CO Commissioner	1,306	85.2%	8.6%	6.1%	1
FAS/Ofc of the Regional Commissioner	51	81.6%	8.0%	10.4%	0

General Services Administration
FAS Commissioner
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My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
General Services Administration	7,237	67.9%	22.0%	10.1%	272
FAS Commissioner	1,929	71.2%	19.5%	9.3%	75
Ofc of R01 Regional Commissioner	15	68.7%	18.8%	12.5%	1
Ofc of R02 Regional Commissioner	65	71.4%	18.2%	10.5%	2
Ofc of R03 Regional Commissioner	81	70.2%	22.2%	7.6%	7
Ofc of R04 Regional Commissioner	110	78.6%	13.3%	8.1%	2
Ofc of R05 Regional Commissioner	43	79.0%	7.2%	13.8%	2
Ofc of R06 Regional Commissioner	86	70.8%	17.7%	11.6%	4
Ofc of R07 Regional Commissioner	139	66.5%	25.4%	8.1%	5
Ofc of R08 Regional Commissioner	27	74.7%	25.3%	0.0%	2
Ofc of R09 Regional Commissioner	51	69.2%	27.1%	3.7%	2
Ofc of CO Commissioner	1,256	71.4%	19.0%	9.6%	46
FAS/Ofc of the Regional Commissioner	51	59.1%	28.1%	12.8%	1

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
General Services Administration	7,518	89.5%	8.9%	1.6%
FAS Commissioner	2,012	92.2%	6.8%	1.0%
Ofc of R01 Regional Commissioner	16	100.0%	0.0%	0.0%
Ofc of R02 Regional Commissioner	67	89.7%	7.3%	2.9%
Ofc of R03 Regional Commissioner	89	90.2%	8.6%	1.2%
Ofc of R04 Regional Commissioner	111	93.7%	6.3%	0.0%
Ofc of R05 Regional Commissioner	45	91.1%	6.8%	2.1%
Ofc of R06 Regional Commissioner	91	92.5%	7.5%	0.0%
Ofc of R07 Regional Commissioner	145	94.5%	4.7%	0.8%
Ofc of R08 Regional Commissioner	29	86.1%	13.9%	0.0%
Ofc of R09 Regional Commissioner	53	91.8%	8.2%	0.0%
Ofc of CO Commissioner	1,308	92.4%	6.6%	1.1%
FAS/Ofc of the Regional Commissioner	52	84.7%	12.2%	3.2%

General Services Administration
FAS Commissioner
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My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
General Services Administration	7,328	76.7%	14.0%	9.4%	98
FAS Commissioner	1,973	81.5%	11.5%	7.1%	23
Ofc of R01 Regional Commissioner	16	62.4%	37.6%	0.0%	0
Ofc of R02 Regional Commissioner	65	78.4%	10.8%	10.8%	1
Ofc of R03 Regional Commissioner	88	84.6%	10.8%	4.6%	1
Ofc of R04 Regional Commissioner	109	90.8%	6.5%	2.8%	2
Ofc of R05 Regional Commissioner	44	85.5%	6.9%	7.5%	0
Ofc of R06 Regional Commissioner	88	77.7%	13.1%	9.2%	1
Ofc of R07 Regional Commissioner	144	82.5%	11.3%	6.2%	1
Ofc of R08 Regional Commissioner	29	73.6%	20.1%	6.3%	0
Ofc of R09 Regional Commissioner	52	84.7%	9.0%	6.3%	1
Ofc of CO Commissioner	1,281	81.5%	11.4%	7.1%	15
FAS/Ofc of the Regional Commissioner	51	69.4%	18.5%	12.1%	1

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
General Services Administration	7,269	58.8%	21.5%	19.6%	161
FAS Commissioner	1,947	67.1%	18.4%	14.5%	47
Ofc of R01 Regional Commissioner	15	52.3%	21.3%	26.4%	1
Ofc of R02 Regional Commissioner	63	54.5%	26.7%	18.7%	3
Ofc of R03 Regional Commissioner	84	66.9%	22.0%	11.1%	5
Ofc of R04 Regional Commissioner	108	76.2%	18.0%	5.7%	2
Ofc of R05 Regional Commissioner	44	75.9%	11.7%	12.3%	0
Ofc of R06 Regional Commissioner	88	59.5%	22.3%	18.2%	0
Ofc of R07 Regional Commissioner	141	66.5%	17.6%	15.8%	2
Ofc of R08 Regional Commissioner	29	70.4%	13.7%	15.9%	0
Ofc of R09 Regional Commissioner	52	53.6%	25.0%	21.4%	1
Ofc of CO Commissioner	1,267	68.3%	17.6%	14.2%	31
FAS/Ofc of the Regional Commissioner	51	61.6%	18.6%	19.8%	1

General Services Administration
FAS Commissioner
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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
General Services Administration	7,287	62.3%	21.1%	16.5%	132
FAS Commissioner	1,968	69.1%	18.1%	12.9%	28
Ofc of R01 Regional Commissioner	16	63.4%	18.7%	17.9%	0
Ofc of R02 Regional Commissioner	64	55.1%	24.6%	20.3%	3
Ofc of R03 Regional Commissioner	87	65.5%	22.4%	12.0%	1
Ofc of R04 Regional Commissioner	109	85.0%	10.4%	4.7%	1
Ofc of R05 Regional Commissioner	44	78.6%	12.1%	9.3%	0
Ofc of R06 Regional Commissioner	89	70.0%	20.5%	9.5%	0
Ofc of R07 Regional Commissioner	144	69.7%	18.3%	12.0%	1
Ofc of R08 Regional Commissioner	28	74.2%	11.1%	14.7%	1
Ofc of R09 Regional Commissioner	53	65.4%	17.1%	17.5%	0
Ofc of CO Commissioner	1,277	68.8%	18.5%	12.7%	20
FAS/Ofc of the Regional Commissioner	51	57.9%	15.4%	26.7%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
General Services Administration	7,170	54.4%	25.1%	20.5%	218
FAS Commissioner	1,936	61.6%	22.4%	16.0%	52
Ofc of R01 Regional Commissioner	15	46.3%	20.1%	33.6%	0
Ofc of R02 Regional Commissioner	64	48.9%	25.5%	25.6%	3
Ofc of R03 Regional Commissioner	79	60.1%	21.6%	18.4%	9
Ofc of R04 Regional Commissioner	109	78.7%	12.5%	8.7%	2
Ofc of R05 Regional Commissioner	42	72.7%	12.1%	15.1%	2
Ofc of R06 Regional Commissioner	88	59.0%	28.5%	12.6%	1
Ofc of R07 Regional Commissioner	141	60.1%	22.6%	17.2%	2
Ofc of R08 Regional Commissioner	28	61.8%	14.1%	24.1%	1
Ofc of R09 Regional Commissioner	53	54.2%	26.8%	19.0%	0
Ofc of CO Commissioner	1,262	61.6%	23.4%	15.0%	30
FAS/Ofc of the Regional Commissioner	49	55.3%	17.1%	27.6%	2

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
General Services Administration	6,819	31.3%	31.7%	37.0%	551
FAS Commissioner	1,822	36.7%	31.8%	31.5%	156
Ofc of R01 Regional Commissioner	15	25.3%	41.6%	33.1%	1
Ofc of R02 Regional Commissioner	62	30.8%	26.4%	42.8%	5
Ofc of R03 Regional Commissioner	76	39.5%	25.5%	35.0%	11
Ofc of R04 Regional Commissioner	103	50.4%	24.7%	24.8%	8
Ofc of R05 Regional Commissioner	38	39.5%	23.1%	37.4%	6
Ofc of R06 Regional Commissioner	82	26.5%	36.8%	36.7%	5
Ofc of R07 Regional Commissioner	137	36.0%	37.0%	27.0%	6
Ofc of R08 Regional Commissioner	26	32.2%	34.3%	33.5%	3
Ofc of R09 Regional Commissioner	47	30.7%	35.6%	33.7%	6
Ofc of CO Commissioner	1,183	36.3%	32.6%	31.0%	102
FAS/Ofc of the Regional Commissioner	49	46.0%	23.4%	30.6%	1

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
General Services Administration	6,812	65.0%	24.0%	11.0%	594
FAS Commissioner	1,821	68.1%	21.9%	10.0%	174
Ofc of R01 Regional Commissioner	14	55.9%	37.4%	6.7%	2
Ofc of R02 Regional Commissioner	60	66.8%	16.2%	17.0%	7
Ofc of R03 Regional Commissioner	75	65.7%	19.9%	14.4%	13
Ofc of R04 Regional Commissioner	104	73.4%	17.4%	9.2%	7
Ofc of R05 Regional Commissioner	41	67.3%	19.2%	13.5%	2
Ofc of R06 Regional Commissioner	81	71.6%	18.0%	10.4%	8
Ofc of R07 Regional Commissioner	135	72.4%	16.6%	11.0%	9
Ofc of R08 Regional Commissioner	26	73.1%	23.3%	3.6%	3
Ofc of R09 Regional Commissioner	45	56.9%	29.4%	13.7%	8
Ofc of CO Commissioner	1,185	67.8%	23.4%	8.8%	113
FAS/Ofc of the Regional Commissioner	49	64.0%	18.8%	17.2%	2

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
General Services Administration	7,248	84.3%	10.9%	4.8%	157
FAS Commissioner	1,945	84.5%	11.1%	4.4%	45
Ofc of R01 Regional Commissioner	16	85.9%	14.1%	0.0%	0
Ofc of R02 Regional Commissioner	61	84.9%	11.9%	3.3%	4
Ofc of R03 Regional Commissioner	87	84.5%	9.6%	5.9%	2
Ofc of R04 Regional Commissioner	107	90.5%	7.2%	2.2%	2
Ofc of R05 Regional Commissioner	44	91.5%	8.5%	0.0%	0
Ofc of R06 Regional Commissioner	88	91.5%	5.9%	2.6%	1
Ofc of R07 Regional Commissioner	143	90.9%	8.4%	0.7%	2
Ofc of R08 Regional Commissioner	28	96.6%	3.4%	0.0%	1
Ofc of R09 Regional Commissioner	52	78.4%	15.8%	5.8%	1
Ofc of CO Commissioner	1,267	82.6%	12.1%	5.3%	27
FAS/Ofc of the Regional Commissioner	48	79.3%	13.3%	7.5%	3

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
General Services Administration	7,301	82.4%	11.5%	6.0%	92
FAS Commissioner	1,955	83.9%	9.8%	6.3%	32
Ofc of R01 Regional Commissioner	16	94.1%	5.9%	0.0%	0
Ofc of R02 Regional Commissioner	64	84.6%	6.0%	9.4%	1
Ofc of R03 Regional Commissioner	88	80.1%	15.1%	4.8%	1
Ofc of R04 Regional Commissioner	110	89.0%	7.2%	3.8%	1
Ofc of R05 Regional Commissioner	42	83.6%	7.1%	9.3%	0
Ofc of R06 Regional Commissioner	87	93.8%	3.8%	2.4%	0
Ofc of R07 Regional Commissioner	142	92.9%	5.1%	2.1%	2
Ofc of R08 Regional Commissioner	29	84.0%	16.0%	0.0%	0
Ofc of R09 Regional Commissioner	48	83.0%	7.9%	9.1%	5
Ofc of CO Commissioner	1,278	82.3%	10.9%	6.8%	18
FAS/Ofc of the Regional Commissioner	47	73.3%	10.2%	16.5%	2

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
General Services Administration	6,931	66.0%	20.1%	13.9%	469
FAS Commissioner	1,862	70.5%	17.3%	12.2%	128
Ofc of R01 Regional Commissioner	15	45.6%	28.8%	25.6%	1
Ofc of R02 Regional Commissioner	61	53.2%	27.6%	19.2%	6
Ofc of R03 Regional Commissioner	78	71.7%	11.9%	16.4%	11
Ofc of R04 Regional Commissioner	105	76.3%	13.5%	10.2%	4
Ofc of R05 Regional Commissioner	43	74.3%	13.5%	12.2%	1
Ofc of R06 Regional Commissioner	87	69.8%	17.7%	12.6%	2
Ofc of R07 Regional Commissioner	135	74.3%	15.8%	9.9%	10
Ofc of R08 Regional Commissioner	27	70.8%	18.1%	11.2%	2
Ofc of R09 Regional Commissioner	50	71.1%	13.9%	15.1%	3
Ofc of CO Commissioner	1,206	71.1%	17.7%	11.2%	86
FAS/Ofc of the Regional Commissioner	49	60.2%	17.7%	22.1%	2

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
General Services Administration	6,789	75.8%	16.3%	7.9%	591
FAS Commissioner	1,812	78.3%	15.3%	6.5%	171
Ofc of R01 Regional Commissioner	14	63.3%	29.6%	7.2%	2
Ofc of R02 Regional Commissioner	58	73.9%	12.7%	13.3%	9
Ofc of R03 Regional Commissioner	78	75.6%	18.8%	5.6%	11
Ofc of R04 Regional Commissioner	108	82.1%	11.8%	6.1%	3
Ofc of R05 Regional Commissioner	40	81.0%	8.3%	10.7%	4
Ofc of R06 Regional Commissioner	86	79.7%	7.4%	13.0%	3
Ofc of R07 Regional Commissioner	132	78.8%	14.6%	6.6%	12
Ofc of R08 Regional Commissioner	27	81.0%	11.3%	7.7%	2
Ofc of R09 Regional Commissioner	46	70.8%	17.3%	12.0%	6
Ofc of CO Commissioner	1,174	78.8%	16.2%	5.0%	111
FAS/Ofc of the Regional Commissioner	45	69.5%	16.1%	14.4%	6

General Services Administration
FAS Commissioner
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My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
General Services Administration	7,319	83.4%	12.2%	4.5%	104
FAS Commissioner	1,972	86.9%	9.2%	3.9%	23
Ofc of R01 Regional Commissioner	16	94.1%	5.9%	0.0%	0
Ofc of R02 Regional Commissioner	65	83.6%	7.2%	9.2%	1
Ofc of R03 Regional Commissioner	89	86.5%	10.0%	3.4%	0
Ofc of R04 Regional Commissioner	110	93.0%	5.9%	1.2%	1
Ofc of R05 Regional Commissioner	43	97.8%	2.2%	0.0%	1
Ofc of R06 Regional Commissioner	89	76.2%	18.0%	5.9%	0
Ofc of R07 Regional Commissioner	145	85.0%	10.7%	4.3%	0
Ofc of R08 Regional Commissioner	28	80.2%	19.8%	0.0%	1
Ofc of R09 Regional Commissioner	51	82.2%	11.4%	6.4%	2
Ofc of CO Commissioner	1,281	87.5%	9.0%	3.6%	15
FAS/Ofc of the Regional Commissioner	49	89.0%	3.0%	8.0%	2

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
General Services Administration	7,410	77.8%	14.6%	7.6%
FAS Commissioner	1,988	82.1%	12.3%	5.6%
Ofc of R01 Regional Commissioner	16	62.5%	24.9%	12.5%
Ofc of R02 Regional Commissioner	67	83.7%	10.2%	6.0%
Ofc of R03 Regional Commissioner	88	85.9%	10.5%	3.6%
Ofc of R04 Regional Commissioner	111	90.0%	6.4%	3.7%
Ofc of R05 Regional Commissioner	44	87.0%	8.2%	4.8%
Ofc of R06 Regional Commissioner	88	82.1%	13.2%	4.8%
Ofc of R07 Regional Commissioner	145	79.3%	15.8%	4.9%
Ofc of R08 Regional Commissioner	29	83.7%	9.8%	6.4%
Ofc of R09 Regional Commissioner	52	72.3%	21.6%	6.1%
Ofc of CO Commissioner	1,291	82.2%	12.3%	5.5%
FAS/Ofc of the Regional Commissioner	51	75.6%	10.3%	14.1%

General Services Administration
FAS Commissioner
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My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
General Services Administration	7,104	56.8%	22.9%	20.2%	335
FAS Commissioner	1,904	62.1%	22.0%	15.9%	96
Ofc of R01 Regional Commissioner	16	50.9%	12.5%	36.6%	0
Ofc of R02 Regional Commissioner	63	55.3%	27.5%	17.2%	4
Ofc of R03 Regional Commissioner	81	64.3%	22.2%	13.5%	8
Ofc of R04 Regional Commissioner	109	78.7%	15.0%	6.3%	2
Ofc of R05 Regional Commissioner	40	58.7%	26.1%	15.1%	4
Ofc of R06 Regional Commissioner	87	59.7%	23.5%	16.8%	2
Ofc of R07 Regional Commissioner	139	58.4%	25.1%	16.5%	6
Ofc of R08 Regional Commissioner	27	75.0%	15.3%	9.7%	2
Ofc of R09 Regional Commissioner	48	52.5%	21.4%	26.0%	4
Ofc of CO Commissioner	1,240	61.6%	22.4%	16.0%	61
FAS/Ofc of the Regional Commissioner	48	67.0%	15.2%	17.8%	3

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
General Services Administration	7,398	89.2%	5.8%	5.0%	18
FAS Commissioner	1,990	90.5%	5.5%	4.1%	1
Ofc of R01 Regional Commissioner	16	82.1%	5.9%	12.0%	0
Ofc of R02 Regional Commissioner	67	85.6%	11.3%	3.1%	0
Ofc of R03 Regional Commissioner	89	89.0%	8.5%	2.5%	0
Ofc of R04 Regional Commissioner	111	91.2%	5.9%	2.9%	0
Ofc of R05 Regional Commissioner	44	88.6%	2.1%	9.3%	0
Ofc of R06 Regional Commissioner	89	97.7%	1.2%	1.1%	0
Ofc of R07 Regional Commissioner	145	91.0%	4.7%	4.3%	0
Ofc of R08 Regional Commissioner	29	88.8%	11.2%	0.0%	0
Ofc of R09 Regional Commissioner	52	80.4%	13.8%	5.8%	0
Ofc of CO Commissioner	1,292	91.3%	4.7%	4.0%	1
FAS/Ofc of the Regional Commissioner	50	79.0%	11.7%	9.4%	0

General Services Administration
FAS Commissioner
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My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
General Services Administration	7,380	79.6%	11.3%	9.1%	21
FAS Commissioner	1,986	81.1%	10.8%	8.2%	5
Ofc of R01 Regional Commissioner	16	62.5%	12.7%	24.7%	0
Ofc of R02 Regional Commissioner	67	75.8%	12.5%	11.7%	0
Ofc of R03 Regional Commissioner	87	75.6%	18.0%	6.4%	0
Ofc of R04 Regional Commissioner	111	84.5%	9.2%	6.3%	0
Ofc of R05 Regional Commissioner	44	79.1%	2.1%	18.8%	0
Ofc of R06 Regional Commissioner	89	80.4%	14.0%	5.6%	0
Ofc of R07 Regional Commissioner	144	83.5%	9.2%	7.3%	1
Ofc of R08 Regional Commissioner	29	86.2%	10.6%	3.2%	0
Ofc of R09 Regional Commissioner	52	70.6%	19.3%	10.1%	0
Ofc of CO Commissioner	1,290	81.7%	10.4%	7.9%	4
FAS/Ofc of the Regional Commissioner	51	81.5%	7.0%	11.5%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
General Services Administration	7,299	77.1%	12.1%	10.8%	70
FAS Commissioner	1,966	79.7%	10.8%	9.4%	15
Ofc of R01 Regional Commissioner	16	50.7%	30.0%	19.4%	0
Ofc of R02 Regional Commissioner	65	74.0%	10.9%	15.1%	2
Ofc of R03 Regional Commissioner	87	75.8%	14.1%	10.1%	1
Ofc of R04 Regional Commissioner	110	80.7%	11.9%	7.4%	1
Ofc of R05 Regional Commissioner	44	69.8%	16.1%	14.1%	0
Ofc of R06 Regional Commissioner	87	85.6%	7.4%	7.0%	0
Ofc of R07 Regional Commissioner	143	87.0%	6.1%	6.9%	1
Ofc of R08 Regional Commissioner	27	70.1%	15.1%	14.8%	1
Ofc of R09 Regional Commissioner	51	71.5%	13.6%	14.8%	0
Ofc of CO Commissioner	1,280	80.5%	10.6%	9.0%	9
FAS/Ofc of the Regional Commissioner	50	71.9%	15.4%	12.8%	0

General Services Administration
FAS Commissioner
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My Supervisor (continued)

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
General Services Administration	6,925	80.7%	14.3%	4.9%	476
FAS Commissioner	1,872	83.0%	12.2%	4.8%	123
Ofc of R01 Regional Commissioner	12	67.3%	15.6%	17.1%	4
Ofc of R02 Regional Commissioner	60	84.1%	9.2%	6.7%	7
Ofc of R03 Regional Commissioner	80	78.7%	15.5%	5.7%	9
Ofc of R04 Regional Commissioner	110	87.0%	7.2%	5.7%	1
Ofc of R05 Regional Commissioner	43	75.4%	12.3%	12.3%	1
Ofc of R06 Regional Commissioner	84	90.3%	8.6%	1.1%	5
Ofc of R07 Regional Commissioner	138	83.0%	10.9%	6.1%	7
Ofc of R08 Regional Commissioner	26	81.0%	19.0%	0.0%	3
Ofc of R09 Regional Commissioner	45	84.0%	10.9%	5.1%	7
Ofc of CO Commissioner	1,218	83.3%	12.6%	4.1%	78
FAS/Ofc of the Regional Commissioner	51	69.3%	19.3%	11.5%	0

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
General Services Administration	7,346	76.6%	13.1%	10.3%	39
FAS Commissioner	1,982	79.3%	11.5%	9.2%	7
Ofc of R01 Regional Commissioner	16	62.9%	17.8%	19.4%	0
Ofc of R02 Regional Commissioner	66	77.9%	7.4%	14.7%	1
Ofc of R03 Regional Commissioner	87	73.9%	19.5%	6.6%	0
Ofc of R04 Regional Commissioner	110	86.3%	8.1%	5.6%	1
Ofc of R05 Regional Commissioner	44	69.8%	13.9%	16.2%	0
Ofc of R06 Regional Commissioner	89	81.8%	13.7%	4.5%	0
Ofc of R07 Regional Commissioner	142	79.4%	11.2%	9.4%	1
Ofc of R08 Regional Commissioner	28	79.1%	14.1%	6.8%	1
Ofc of R09 Regional Commissioner	52	76.0%	9.4%	14.6%	0
Ofc of CO Commissioner	1,291	79.9%	11.2%	8.9%	3
FAS/Ofc of the Regional Commissioner	51	71.7%	11.3%	17.0%	0

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
General Services Administration	7,325	81.0%	11.2%	7.8%	62
FAS Commissioner	1,968	82.2%	10.3%	7.5%	16
Ofc of R01 Regional Commissioner	16	76.2%	11.9%	12.0%	0
Ofc of R02 Regional Commissioner	66	77.2%	7.7%	15.1%	1
Ofc of R03 Regional Commissioner	88	78.5%	16.7%	4.8%	0
Ofc of R04 Regional Commissioner	109	82.9%	10.5%	6.5%	1
Ofc of R05 Regional Commissioner	44	81.2%	8.9%	9.9%	0
Ofc of R06 Regional Commissioner	87	80.8%	11.8%	7.3%	0
Ofc of R07 Regional Commissioner	140	83.8%	9.4%	6.9%	3
Ofc of R08 Regional Commissioner	29	76.7%	16.9%	6.4%	0
Ofc of R09 Regional Commissioner	52	71.2%	22.4%	6.4%	0
Ofc of CO Commissioner	1,281	83.7%	9.5%	6.9%	11
FAS/Ofc of the Regional Commissioner	51	74.0%	7.1%	18.9%	0

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
General Services Administration	7,415	85.3%	8.3%	6.4%
FAS Commissioner	1,995	86.3%	7.5%	6.2%
Ofc of R01 Regional Commissioner	16	62.5%	12.7%	24.7%
Ofc of R02 Regional Commissioner	67	80.5%	12.5%	7.0%
Ofc of R03 Regional Commissioner	89	80.7%	15.3%	4.0%
Ofc of R04 Regional Commissioner	111	88.3%	9.1%	2.7%
Ofc of R05 Regional Commissioner	44	80.7%	7.3%	12.0%
Ofc of R06 Regional Commissioner	89	93.4%	2.1%	4.6%
Ofc of R07 Regional Commissioner	145	89.3%	3.7%	7.0%
Ofc of R08 Regional Commissioner	29	90.2%	3.3%	6.5%
Ofc of R09 Regional Commissioner	52	73.8%	16.0%	10.2%
Ofc of CO Commissioner	1,296	87.3%	6.8%	5.9%
FAS/Ofc of the Regional Commissioner	51	75.7%	12.9%	11.4%

General Services Administration
FAS Commissioner
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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
General Services Administration	7,395	88.5%	6.4%	5.0%
FAS Commissioner	1,985	89.6%	5.7%	4.7%
Ofc of R01 Regional Commissioner	16	88.3%	5.9%	5.7%
Ofc of R02 Regional Commissioner	67	91.4%	6.1%	2.5%
Ofc of R03 Regional Commissioner	89	89.2%	6.0%	4.8%
Ofc of R04 Regional Commissioner	111	90.3%	6.9%	2.7%
Ofc of R05 Regional Commissioner	44	82.9%	10.0%	7.1%
Ofc of R06 Regional Commissioner	89	94.4%	3.3%	2.3%
Ofc of R07 Regional Commissioner	143	88.7%	5.0%	6.3%
Ofc of R08 Regional Commissioner	29	90.2%	3.3%	6.5%
Ofc of R09 Regional Commissioner	51	86.2%	11.7%	2.1%
Ofc of CO Commissioner	1,290	89.8%	5.4%	4.8%
FAS/Ofc of the Regional Commissioner	50	83.4%	8.9%	7.7%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
General Services Administration	7,395	87.9%	6.4%	5.7%
FAS Commissioner	1,985	88.9%	6.0%	5.1%
Ofc of R01 Regional Commissioner	16	100.0%	0.0%	0.0%
Ofc of R02 Regional Commissioner	67	86.9%	3.8%	9.3%
Ofc of R03 Regional Commissioner	88	91.1%	5.0%	3.9%
Ofc of R04 Regional Commissioner	110	92.1%	4.9%	2.9%
Ofc of R05 Regional Commissioner	44	88.6%	0.0%	11.4%
Ofc of R06 Regional Commissioner	89	90.5%	7.1%	2.3%
Ofc of R07 Regional Commissioner	143	89.5%	5.0%	5.6%
Ofc of R08 Regional Commissioner	29	82.2%	7.4%	10.3%
Ofc of R09 Regional Commissioner	52	88.1%	3.8%	8.1%
Ofc of CO Commissioner	1,291	88.5%	6.7%	4.7%
FAS/Ofc of the Regional Commissioner	51	85.7%	3.7%	10.6%

General Services Administration
FAS Commissioner
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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
General Services Administration	7,396	79.7%	10.6%	9.7%
FAS Commissioner	1,991	81.0%	9.9%	9.1%
Ofc of R01 Regional Commissioner	16	56.6%	11.9%	31.5%
Ofc of R02 Regional Commissioner	67	80.4%	12.2%	7.4%
Ofc of R03 Regional Commissioner	89	77.5%	10.0%	12.5%
Ofc of R04 Regional Commissioner	111	87.6%	4.9%	7.5%
Ofc of R05 Regional Commissioner	44	73.9%	9.5%	16.6%
Ofc of R06 Regional Commissioner	88	85.4%	7.9%	6.7%
Ofc of R07 Regional Commissioner	145	81.1%	9.1%	9.9%
Ofc of R08 Regional Commissioner	29	86.9%	3.3%	9.7%
Ofc of R09 Regional Commissioner	51	77.6%	15.8%	6.6%
Ofc of CO Commissioner	1,294	81.4%	10.4%	8.2%
FAS/Ofc of the Regional Commissioner	51	68.0%	10.3%	21.7%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
General Services Administration	7,401	82.1%	11.3%	6.5%
FAS Commissioner	1,988	83.3%	11.1%	5.6%
Ofc of R01 Regional Commissioner	16	56.6%	17.8%	25.6%
Ofc of R02 Regional Commissioner	67	82.1%	11.8%	6.1%
Ofc of R03 Regional Commissioner	89	78.6%	16.6%	4.8%
Ofc of R04 Regional Commissioner	110	87.7%	9.6%	2.7%
Ofc of R05 Regional Commissioner	44	69.1%	19.5%	11.4%
Ofc of R06 Regional Commissioner	88	88.8%	4.4%	6.8%
Ofc of R07 Regional Commissioner	144	82.3%	12.9%	4.8%
Ofc of R08 Regional Commissioner	29	90.3%	3.2%	6.5%
Ofc of R09 Regional Commissioner	51	75.0%	22.8%	2.2%
Ofc of CO Commissioner	1,293	84.6%	10.1%	5.3%
FAS/Ofc of the Regional Commissioner	51	68.1%	19.5%	12.4%

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
General Services Administration	7,252	56.5%	21.3%	22.3%	135
FAS Commissioner	1,948	60.6%	20.3%	19.1%	39
Ofc of R01 Regional Commissioner	16	51.3%	35.1%	13.6%	0
Ofc of R02 Regional Commissioner	65	55.1%	21.2%	23.7%	2
Ofc of R03 Regional Commissioner	87	59.3%	20.9%	19.8%	2
Ofc of R04 Regional Commissioner	111	77.9%	12.6%	9.5%	0
Ofc of R05 Regional Commissioner	44	58.4%	30.0%	11.6%	0
Ofc of R06 Regional Commissioner	88	51.8%	22.0%	26.2%	1
Ofc of R07 Regional Commissioner	139	57.0%	20.0%	23.0%	5
Ofc of R08 Regional Commissioner	29	64.0%	23.2%	12.9%	0
Ofc of R09 Regional Commissioner	50	36.6%	33.1%	30.3%	2
Ofc of CO Commissioner	1,265	60.9%	20.3%	18.8%	24
FAS/Ofc of the Regional Commissioner	48	75.6%	7.3%	17.2%	3

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
General Services Administration	6,991	65.8%	20.5%	13.6%	381
FAS Commissioner	1,879	68.6%	20.6%	10.8%	104
Ofc of R01 Regional Commissioner	15	61.2%	38.8%	0.0%	1
Ofc of R02 Regional Commissioner	61	64.8%	22.4%	12.8%	5
Ofc of R03 Regional Commissioner	81	69.3%	15.1%	15.6%	8
Ofc of R04 Regional Commissioner	109	80.9%	11.6%	7.5%	2
Ofc of R05 Regional Commissioner	44	68.4%	21.9%	9.7%	0
Ofc of R06 Regional Commissioner	86	60.2%	26.5%	13.3%	1
Ofc of R07 Regional Commissioner	138	64.1%	22.9%	12.9%	6
Ofc of R08 Regional Commissioner	27	81.5%	10.8%	7.7%	2
Ofc of R09 Regional Commissioner	46	46.1%	36.7%	17.2%	6
Ofc of CO Commissioner	1,220	68.8%	20.9%	10.3%	68
FAS/Ofc of the Regional Commissioner	48	80.5%	9.7%	9.8%	3

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
General Services Administration	7,015	76.6%	15.1%	8.3%	308
FAS Commissioner	1,904	78.6%	14.8%	6.6%	62
Ofc of R01 Regional Commissioner	14	64.2%	29.2%	6.5%	1
Ofc of R02 Regional Commissioner	61	74.0%	12.8%	13.2%	5
Ofc of R03 Regional Commissioner	85	74.2%	22.2%	3.6%	4
Ofc of R04 Regional Commissioner	107	83.6%	10.5%	5.9%	2
Ofc of R05 Regional Commissioner	44	69.9%	9.0%	21.1%	0
Ofc of R06 Regional Commissioner	88	84.6%	11.9%	3.5%	0
Ofc of R07 Regional Commissioner	139	82.9%	11.8%	5.4%	3
Ofc of R08 Regional Commissioner	26	81.4%	18.6%	0.0%	2
Ofc of R09 Regional Commissioner	50	64.9%	24.8%	10.3%	2
Ofc of CO Commissioner	1,233	79.0%	15.2%	5.8%	43
FAS/Ofc of the Regional Commissioner	51	74.9%	9.8%	15.3%	0

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
General Services Administration	7,284	74.9%	14.0%	11.0%	68
FAS Commissioner	1,970	78.6%	12.4%	9.0%	10
Ofc of R01 Regional Commissioner	16	69.4%	24.7%	5.9%	0
Ofc of R02 Regional Commissioner	65	67.0%	18.0%	15.1%	2
Ofc of R03 Regional Commissioner	88	80.6%	9.3%	10.1%	0
Ofc of R04 Regional Commissioner	111	86.5%	6.3%	7.2%	0
Ofc of R05 Regional Commissioner	43	82.8%	7.2%	10.0%	0
Ofc of R06 Regional Commissioner	89	79.9%	14.0%	6.1%	0
Ofc of R07 Regional Commissioner	144	85.0%	9.8%	5.2%	0
Ofc of R08 Regional Commissioner	28	85.9%	6.7%	7.4%	1
Ofc of R09 Regional Commissioner	52	77.1%	12.1%	10.8%	0
Ofc of CO Commissioner	1,280	77.8%	13.0%	9.2%	5
FAS/Ofc of the Regional Commissioner	48	71.4%	17.8%	10.8%	2

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
General Services Administration	7,072	76.5%	15.1%	8.5%	259
FAS Commissioner	1,922	80.7%	12.6%	6.7%	48
Ofc of R01 Regional Commissioner	16	76.2%	17.9%	5.9%	0
Ofc of R02 Regional Commissioner	65	74.3%	15.0%	10.7%	2
Ofc of R03 Regional Commissioner	84	84.0%	10.8%	5.2%	4
Ofc of R04 Regional Commissioner	110	87.1%	8.2%	4.6%	1
Ofc of R05 Regional Commissioner	43	83.9%	9.0%	7.1%	0
Ofc of R06 Regional Commissioner	87	80.7%	15.3%	4.0%	1
Ofc of R07 Regional Commissioner	140	86.1%	8.5%	5.4%	3
Ofc of R08 Regional Commissioner	27	89.4%	10.6%	0.0%	2
Ofc of R09 Regional Commissioner	51	80.9%	11.0%	8.1%	1
Ofc of CO Commissioner	1,244	80.0%	13.1%	6.9%	33
FAS/Ofc of the Regional Commissioner	49	69.3%	20.1%	10.6%	1

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
General Services Administration	7,202	70.1%	15.8%	14.0%	140
FAS Commissioner	1,941	73.1%	15.0%	11.9%	30
Ofc of R01 Regional Commissioner	16	56.6%	18.5%	24.9%	0
Ofc of R02 Regional Commissioner	64	64.9%	13.9%	21.2%	3
Ofc of R03 Regional Commissioner	86	71.1%	16.9%	12.0%	3
Ofc of R04 Regional Commissioner	110	82.8%	8.0%	9.2%	0
Ofc of R05 Regional Commissioner	44	77.3%	9.2%	13.6%	0
Ofc of R06 Regional Commissioner	88	74.2%	11.8%	14.0%	1
Ofc of R07 Regional Commissioner	138	80.1%	12.4%	7.5%	5
Ofc of R08 Regional Commissioner	28	79.1%	14.2%	6.7%	0
Ofc of R09 Regional Commissioner	50	74.8%	17.4%	7.8%	1
Ofc of CO Commissioner	1,262	72.3%	15.8%	12.0%	16
FAS/Ofc of the Regional Commissioner	49	64.2%	22.4%	13.5%	1

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
General Services Administration	7,203	71.8%	15.5%	12.7%	157
FAS Commissioner	1,927	74.7%	14.6%	10.7%	47
Ofc of R01 Regional Commissioner	16	56.6%	24.4%	19.0%	0
Ofc of R02 Regional Commissioner	63	72.4%	13.8%	13.8%	4
Ofc of R03 Regional Commissioner	84	69.2%	16.7%	14.1%	4
Ofc of R04 Regional Commissioner	110	84.0%	10.7%	5.3%	0
Ofc of R05 Regional Commissioner	44	79.6%	9.5%	10.9%	0
Ofc of R06 Regional Commissioner	89	74.5%	14.0%	11.5%	0
Ofc of R07 Regional Commissioner	136	82.2%	12.4%	5.4%	6
Ofc of R08 Regional Commissioner	28	72.4%	13.8%	13.9%	1
Ofc of R09 Regional Commissioner	51	73.2%	19.2%	7.7%	1
Ofc of CO Commissioner	1,252	74.1%	14.8%	11.1%	29
FAS/Ofc of the Regional Commissioner	48	65.7%	20.5%	13.8%	2

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
General Services Administration	7,102	72.5%	17.4%	10.1%	271
FAS Commissioner	1,895	75.2%	16.2%	8.6%	84
Ofc of R01 Regional Commissioner	15	69.5%	12.6%	17.9%	1
Ofc of R02 Regional Commissioner	63	74.4%	14.9%	10.7%	4
Ofc of R03 Regional Commissioner	83	66.9%	24.0%	9.1%	6
Ofc of R04 Regional Commissioner	104	84.0%	11.0%	5.0%	6
Ofc of R05 Regional Commissioner	44	79.6%	11.0%	9.4%	0
Ofc of R06 Regional Commissioner	85	69.3%	18.4%	12.3%	4
Ofc of R07 Regional Commissioner	142	79.7%	14.8%	5.4%	2
Ofc of R08 Regional Commissioner	27	83.2%	5.8%	11.0%	2
Ofc of R09 Regional Commissioner	49	58.9%	31.0%	10.2%	2
Ofc of CO Commissioner	1,228	75.8%	16.3%	7.8%	55
FAS/Ofc of the Regional Commissioner	50	64.9%	11.6%	23.5%	1

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
General Services Administration	7,290	65.3%	20.1%	14.5%	88
FAS Commissioner	1,957	67.4%	20.3%	12.2%	27
Ofc of R01 Regional Commissioner	16	46.0%	41.9%	12.1%	0
Ofc of R02 Regional Commissioner	66	65.0%	21.9%	13.1%	0
Ofc of R03 Regional Commissioner	88	65.9%	20.3%	13.8%	1
Ofc of R04 Regional Commissioner	108	78.5%	13.5%	8.0%	3
Ofc of R05 Regional Commissioner	44	66.9%	23.7%	9.4%	0
Ofc of R06 Regional Commissioner	88	63.4%	25.7%	10.8%	1
Ofc of R07 Regional Commissioner	140	64.1%	16.6%	19.3%	3
Ofc of R08 Regional Commissioner	28	80.2%	6.4%	13.4%	1
Ofc of R09 Regional Commissioner	51	39.2%	37.5%	23.3%	1
Ofc of CO Commissioner	1,272	68.1%	20.2%	11.6%	16
FAS/Ofc of the Regional Commissioner	50	77.2%	15.0%	7.8%	1

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
General Services Administration	7,018	74.9%	16.3%	8.8%	360
FAS Commissioner	1,869	78.3%	15.4%	6.2%	113
Ofc of R01 Regional Commissioner	16	75.7%	11.3%	13.1%	0
Ofc of R02 Regional Commissioner	64	69.4%	19.9%	10.7%	3
Ofc of R03 Regional Commissioner	83	80.6%	13.3%	6.1%	6
Ofc of R04 Regional Commissioner	104	85.9%	9.0%	5.0%	5
Ofc of R05 Regional Commissioner	44	82.4%	11.1%	6.4%	0
Ofc of R06 Regional Commissioner	87	74.7%	17.9%	7.4%	2
Ofc of R07 Regional Commissioner	133	76.1%	15.3%	8.7%	11
Ofc of R08 Regional Commissioner	26	96.4%	3.6%	0.0%	3
Ofc of R09 Regional Commissioner	46	60.2%	33.3%	6.5%	5
Ofc of CO Commissioner	1,213	78.8%	15.6%	5.6%	74
FAS/Ofc of the Regional Commissioner	48	78.5%	12.9%	8.6%	3

General Services Administration

FAS Commissioner

2nd Level Subagency Comparison Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
General Services Administration	7,360	64.6%	18.6%	16.8%
FAS Commissioner	1,976	69.0%	16.3%	14.7%
Ofc of R01 Regional Commissioner	16	63.4%	11.9%	24.7%
Ofc of R02 Regional Commissioner	67	64.6%	19.7%	15.7%
Ofc of R03 Regional Commissioner	86	62.9%	20.6%	16.5%
Ofc of R04 Regional Commissioner	110	77.9%	13.7%	8.5%
Ofc of R05 Regional Commissioner	44	68.0%	12.7%	19.3%
Ofc of R06 Regional Commissioner	88	67.1%	19.9%	13.0%
Ofc of R07 Regional Commissioner	144	70.8%	12.2%	17.0%
Ofc of R08 Regional Commissioner	29	75.1%	21.7%	3.2%
Ofc of R09 Regional Commissioner	52	59.4%	28.9%	11.7%
Ofc of CO Commissioner	1,284	69.5%	15.5%	15.0%
FAS/Ofc of the Regional Commissioner	50	63.6%	22.7%	13.7%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
General Services Administration	7,353	66.4%	19.1%	14.5%
FAS Commissioner	1,977	70.0%	16.7%	13.3%
Ofc of R01 Regional Commissioner	16	75.1%	11.9%	13.1%
Ofc of R02 Regional Commissioner	67	64.2%	14.7%	21.1%
Ofc of R03 Regional Commissioner	86	68.1%	18.4%	13.4%
Ofc of R04 Regional Commissioner	111	79.4%	10.7%	9.8%
Ofc of R05 Regional Commissioner	44	69.8%	14.3%	15.9%
Ofc of R06 Regional Commissioner	88	65.8%	16.9%	17.3%
Ofc of R07 Regional Commissioner	144	74.8%	18.8%	6.4%
Ofc of R08 Regional Commissioner	29	71.9%	24.8%	3.3%
Ofc of R09 Regional Commissioner	52	68.6%	18.2%	13.2%
Ofc of CO Commissioner	1,284	70.0%	16.4%	13.6%
FAS/Ofc of the Regional Commissioner	50	54.5%	28.5%	17.1%

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
General Services Administration	7,343	63.0%	20.3%	16.7%
FAS Commissioner	1,970	68.9%	17.8%	13.2%
Ofc of R01 Regional Commissioner	16	49.6%	38.2%	12.2%
Ofc of R02 Regional Commissioner	67	63.0%	20.7%	16.2%
Ofc of R03 Regional Commissioner	87	74.4%	12.6%	13.1%
Ofc of R04 Regional Commissioner	111	78.5%	14.1%	7.3%
Ofc of R05 Regional Commissioner	43	64.8%	16.3%	18.8%
Ofc of R06 Regional Commissioner	88	66.9%	21.9%	11.2%
Ofc of R07 Regional Commissioner	143	69.6%	18.0%	12.4%
Ofc of R08 Regional Commissioner	29	64.7%	25.5%	9.7%
Ofc of R09 Regional Commissioner	51	58.6%	23.6%	17.8%
Ofc of CO Commissioner	1,281	69.3%	17.5%	13.2%
FAS/Ofc of the Regional Commissioner	48	61.7%	16.7%	21.6%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
General Services Administration	7,330	56.6%	25.4%	18.0%
FAS Commissioner	1,971	61.8%	22.1%	16.1%
Ofc of R01 Regional Commissioner	16	57.2%	36.0%	6.8%
Ofc of R02 Regional Commissioner	67	56.2%	26.4%	17.5%
Ofc of R03 Regional Commissioner	87	52.8%	29.6%	17.5%
Ofc of R04 Regional Commissioner	111	72.8%	17.9%	9.3%
Ofc of R05 Regional Commissioner	44	61.1%	22.6%	16.3%
Ofc of R06 Regional Commissioner	88	56.9%	24.6%	18.5%
Ofc of R07 Regional Commissioner	144	57.0%	22.7%	20.3%
Ofc of R08 Regional Commissioner	29	66.6%	23.0%	10.4%
Ofc of R09 Regional Commissioner	52	44.2%	33.8%	22.0%
Ofc of CO Commissioner	1,277	62.8%	21.3%	15.9%
FAS/Ofc of the Regional Commissioner	50	73.2%	11.2%	15.6%

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
General Services Administration	7,340	47.5%	25.9%	26.6%
FAS Commissioner	1,972	51.7%	24.6%	23.7%
Ofc of R01 Regional Commissioner	16	49.0%	19.9%	31.1%
Ofc of R02 Regional Commissioner	67	45.6%	23.9%	30.5%
Ofc of R03 Regional Commissioner	87	51.2%	19.6%	29.2%
Ofc of R04 Regional Commissioner	111	69.1%	15.0%	16.0%
Ofc of R05 Regional Commissioner	44	56.5%	15.4%	28.0%
Ofc of R06 Regional Commissioner	88	41.6%	27.5%	30.9%
Ofc of R07 Regional Commissioner	144	51.1%	31.3%	17.5%
Ofc of R08 Regional Commissioner	29	44.6%	35.5%	19.9%
Ofc of R09 Regional Commissioner	52	29.8%	40.8%	29.4%
Ofc of CO Commissioner	1,278	52.4%	24.4%	23.2%
FAS/Ofc of the Regional Commissioner	50	47.5%	21.3%	31.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
General Services Administration	7,335	66.2%	18.7%	15.1%
FAS Commissioner	1,970	72.9%	16.4%	10.6%
Ofc of R01 Regional Commissioner	16	75.3%	17.9%	6.8%
Ofc of R02 Regional Commissioner	66	67.9%	9.5%	22.6%
Ofc of R03 Regional Commissioner	86	78.4%	13.1%	8.5%
Ofc of R04 Regional Commissioner	111	86.0%	9.6%	4.5%
Ofc of R05 Regional Commissioner	44	73.6%	14.8%	11.6%
Ofc of R06 Regional Commissioner	87	73.5%	19.2%	7.4%
Ofc of R07 Regional Commissioner	142	71.6%	20.2%	8.2%
Ofc of R08 Regional Commissioner	29	75.8%	21.0%	3.2%
Ofc of R09 Regional Commissioner	52	59.7%	25.9%	14.5%
Ofc of CO Commissioner	1,281	72.1%	16.5%	11.4%
FAS/Ofc of the Regional Commissioner	50	74.5%	17.6%	7.9%

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
General Services Administration	7,335	76.3%	13.1%	10.5%
FAS Commissioner	1,977	80.1%	11.4%	8.6%
Ofc of R01 Regional Commissioner	16	75.3%	12.2%	12.5%
Ofc of R02 Regional Commissioner	67	76.7%	17.8%	5.6%
Ofc of R03 Regional Commissioner	86	80.8%	9.4%	9.8%
Ofc of R04 Regional Commissioner	111	87.8%	9.4%	2.8%
Ofc of R05 Regional Commissioner	44	84.5%	4.4%	11.1%
Ofc of R06 Regional Commissioner	87	78.0%	10.6%	11.4%
Ofc of R07 Regional Commissioner	143	84.4%	9.3%	6.3%
Ofc of R08 Regional Commissioner	29	82.8%	10.7%	6.4%
Ofc of R09 Regional Commissioner	52	76.3%	12.5%	11.2%
Ofc of CO Commissioner	1,286	79.6%	11.6%	8.8%
FAS/Ofc of the Regional Commissioner	50	71.1%	15.0%	13.9%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
General Services Administration	7,353	72.2%	14.0%	13.8%
FAS Commissioner	1,977	77.8%	12.6%	9.6%
Ofc of R01 Regional Commissioner	16	61.6%	25.7%	12.7%
Ofc of R02 Regional Commissioner	67	77.0%	8.7%	14.4%
Ofc of R03 Regional Commissioner	87	75.4%	13.6%	11.0%
Ofc of R04 Regional Commissioner	109	88.8%	8.5%	2.7%
Ofc of R05 Regional Commissioner	44	77.2%	13.3%	9.5%
Ofc of R06 Regional Commissioner	88	74.8%	15.5%	9.8%
Ofc of R07 Regional Commissioner	144	83.7%	11.3%	4.9%
Ofc of R08 Regional Commissioner	29	75.1%	13.7%	11.3%
Ofc of R09 Regional Commissioner	52	75.0%	15.7%	9.4%
Ofc of CO Commissioner	1,285	77.1%	12.8%	10.1%
FAS/Ofc of the Regional Commissioner	50	76.9%	11.3%	11.8%

General Services Administration

FAS Commissioner

2nd Level Subagency Comparison Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
General Services Administration	7,353	72.5%	16.0%	11.6%
FAS Commissioner	1,978	78.0%	13.0%	9.0%
Ofc of R01 Regional Commissioner	16	56.6%	30.8%	12.5%
Ofc of R02 Regional Commissioner	66	76.5%	16.2%	7.3%
Ofc of R03 Regional Commissioner	87	76.4%	16.6%	7.0%
Ofc of R04 Regional Commissioner	111	84.5%	11.6%	3.9%
Ofc of R05 Regional Commissioner	44	82.5%	8.8%	8.7%
Ofc of R06 Regional Commissioner	88	73.9%	14.0%	12.1%
Ofc of R07 Regional Commissioner	144	78.5%	14.1%	7.4%
Ofc of R08 Regional Commissioner	29	73.4%	20.2%	6.4%
Ofc of R09 Regional Commissioner	52	72.9%	11.5%	15.5%
Ofc of CO Commissioner	1,285	78.6%	12.3%	9.1%
FAS/Ofc of the Regional Commissioner	50	70.5%	16.9%	12.6%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
General Services Administration	7,305	94.6%	3.4%	1.0%	0.9%
FAS Commissioner	1,966	97.9%	0.9%	0.4%	0.7%
Ofc of R01 Regional Commissioner	16	100.0%	0.0%	0.0%	0.0%
Ofc of R02 Regional Commissioner	66	98.8%	0.0%	0.0%	1.2%
Ofc of R03 Regional Commissioner	87	100.0%	0.0%	0.0%	0.0%
Ofc of R04 Regional Commissioner	109	97.0%	3.0%	0.0%	0.0%
Ofc of R05 Regional Commissioner	43	100.0%	0.0%	0.0%	0.0%
Ofc of R06 Regional Commissioner	87	100.0%	0.0%	0.0%	0.0%
Ofc of R07 Regional Commissioner	143	97.4%	2.0%	0.6%	0.0%
Ofc of R08 Regional Commissioner	29	100.0%	0.0%	0.0%	0.0%
Ofc of R09 Regional Commissioner	52	97.8%	0.0%	0.0%	2.2%
Ofc of CO Commissioner	1,278	97.7%	0.9%	0.4%	1.0%
FAS/Ofc of the Regional Commissioner	50	94.4%	0.0%	5.6%	0.0%

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
General Services Administration	7,356	34.3%	40.9%	7.1%	8.9%
FAS Commissioner	1,978	57.2%	34.0%	1.7%	3.6%
Ofc of R01 Regional Commissioner	16	57.0%	43.0%	0.0%	0.0%
Ofc of R02 Regional Commissioner	67	78.1%	16.0%	0.0%	1.4%
Ofc of R03 Regional Commissioner	87	25.6%	72.2%	1.1%	1.2%
Ofc of R04 Regional Commissioner	110	62.2%	24.4%	4.5%	7.1%
Ofc of R05 Regional Commissioner	43	64.2%	33.4%	0.0%	0.0%
Ofc of R06 Regional Commissioner	88	92.4%	4.1%	0.0%	1.2%
Ofc of R07 Regional Commissioner	142	62.0%	26.2%	2.0%	4.9%
Ofc of R08 Regional Commissioner	29	15.2%	78.7%	6.1%	0.0%
Ofc of R09 Regional Commissioner	52	30.5%	50.0%	8.0%	5.9%
Ofc of CO Commissioner	1,288	59.1%	32.4%	1.4%	3.7%
FAS/Ofc of the Regional Commissioner	50	1.7%	79.1%	2.1%	1.8%

(continued)

General Services Administration
FAS Commissioner
2nd Level Subagency Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
General Services Administration	7,356	1.9%	0.5%	2.3%	4.1%
FAS Commissioner	1,978	0.3%	0.0%	1.0%	2.2%
Ofc of R01 Regional Commissioner	16	0.0%	0.0%	0.0%	0.0%
Ofc of R02 Regional Commissioner	67	0.0%	0.0%	0.0%	4.5%
Ofc of R03 Regional Commissioner	87	0.0%	0.0%	0.0%	0.0%
Ofc of R04 Regional Commissioner	110	0.0%	0.0%	1.0%	0.7%
Ofc of R05 Regional Commissioner	43	0.0%	0.0%	0.0%	2.4%
Ofc of R06 Regional Commissioner	88	0.0%	0.0%	0.0%	2.4%
Ofc of R07 Regional Commissioner	142	0.8%	0.0%	1.3%	2.7%
Ofc of R08 Regional Commissioner	29	0.0%	0.0%	0.0%	0.0%
Ofc of R09 Regional Commissioner	52	0.0%	0.0%	0.0%	5.5%
Ofc of CO Commissioner	1,288	0.3%	0.0%	1.1%	2.0%
FAS/Ofc of the Regional Commissioner	50	0.0%	0.0%	5.9%	9.4%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
General Services Administration	7,301	67.6%	30.3%	2.1%
FAS Commissioner	1,958	67.1%	31.0%	1.9%
Ofc of R01 Regional Commissioner	16	45.9%	41.6%	12.5%
Ofc of R02 Regional Commissioner	66	32.9%	58.5%	8.6%
Ofc of R03 Regional Commissioner	86	61.9%	34.5%	3.6%
Ofc of R04 Regional Commissioner	108	81.7%	16.5%	1.9%
Ofc of R05 Regional Commissioner	44	84.8%	15.2%	0.0%
Ofc of R06 Regional Commissioner	87	65.9%	34.1%	0.0%
Ofc of R07 Regional Commissioner	143	79.6%	19.7%	0.7%
Ofc of R08 Regional Commissioner	29	54.1%	45.9%	0.0%
Ofc of R09 Regional Commissioner	52	54.8%	40.9%	4.3%
Ofc of CO Commissioner	1,272	67.3%	30.9%	1.7%
FAS/Ofc of the Regional Commissioner	49	64.6%	35.4%	0.0%

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Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
General Services Administration	7,313	17.9%	71.6%	10.5%
FAS Commissioner	1,968	16.5%	72.3%	11.2%
Ofc of R01 Regional Commissioner	16	30.6%	63.7%	5.7%
Ofc of R02 Regional Commissioner	67	16.0%	75.5%	8.5%
Ofc of R03 Regional Commissioner	87	6.9%	64.2%	28.9%
Ofc of R04 Regional Commissioner	110	14.1%	66.3%	19.6%
Ofc of R05 Regional Commissioner	42	15.6%	54.9%	29.4%
Ofc of R06 Regional Commissioner	88	17.2%	76.7%	6.0%
Ofc of R07 Regional Commissioner	144	30.8%	62.5%	6.7%
Ofc of R08 Regional Commissioner	29	17.1%	82.9%	0.0%
Ofc of R09 Regional Commissioner	52	13.6%	65.3%	21.2%
Ofc of CO Commissioner	1,277	15.7%	74.7%	9.6%
FAS/Ofc of the Regional Commissioner	50	15.8%	72.2%	12.0%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
General Services Administration	7,281	11.8%	84.6%	3.7%
FAS Commissioner	1,955	12.4%	83.7%	3.9%
Ofc of R01 Regional Commissioner	16	5.9%	87.8%	6.2%
Ofc of R02 Regional Commissioner	67	7.4%	88.2%	4.5%
Ofc of R03 Regional Commissioner	87	11.9%	83.2%	4.8%
Ofc of R04 Regional Commissioner	109	16.7%	78.0%	5.3%
Ofc of R05 Regional Commissioner	43	12.4%	79.9%	7.7%
Ofc of R06 Regional Commissioner	88	18.2%	80.6%	1.2%
Ofc of R07 Regional Commissioner	143	15.8%	81.1%	3.1%
Ofc of R08 Regional Commissioner	29	24.3%	72.5%	3.2%
Ofc of R09 Regional Commissioner	51	15.4%	78.2%	6.4%
Ofc of CO Commissioner	1,267	11.2%	85.1%	3.8%
FAS/Ofc of the Regional Commissioner	49	14.3%	82.3%	3.3%

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Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
General Services Administration	7,303	3.2%	86.6%	10.2%
FAS Commissioner	1,966	3.6%	85.2%	11.1%
Ofc of R01 Regional Commissioner	14	0.0%	100.0%	0.0%
Ofc of R02 Regional Commissioner	66	6.4%	83.1%	10.5%
Ofc of R03 Regional Commissioner	86	3.3%	76.3%	20.4%
Ofc of R04 Regional Commissioner	110	4.9%	83.9%	11.2%
Ofc of R05 Regional Commissioner	43	4.9%	69.0%	26.0%
Ofc of R06 Regional Commissioner	88	5.4%	85.5%	9.0%
Ofc of R07 Regional Commissioner	144	4.8%	80.0%	15.2%
Ofc of R08 Regional Commissioner	29	6.5%	90.3%	3.2%
Ofc of R09 Regional Commissioner	52	0.0%	89.2%	10.8%
Ofc of CO Commissioner	1,278	3.4%	86.5%	10.2%
FAS/Ofc of the Regional Commissioner	50	0.0%	90.1%	9.9%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
General Services Administration	7,312	2.5%	86.8%	10.7%
FAS Commissioner	1,963	3.1%	85.1%	11.8%
Ofc of R01 Regional Commissioner	16	0.0%	88.0%	12.0%
Ofc of R02 Regional Commissioner	67	3.0%	81.7%	15.3%
Ofc of R03 Regional Commissioner	87	0.0%	78.6%	21.4%
Ofc of R04 Regional Commissioner	110	4.5%	80.7%	14.8%
Ofc of R05 Regional Commissioner	42	5.1%	72.2%	22.7%
Ofc of R06 Regional Commissioner	87	6.5%	85.6%	7.9%
Ofc of R07 Regional Commissioner	144	4.0%	80.8%	15.2%
Ofc of R08 Regional Commissioner	29	7.2%	89.6%	3.2%
Ofc of R09 Regional Commissioner	52	0.0%	84.9%	15.1%
Ofc of CO Commissioner	1,273	3.0%	86.8%	10.2%
FAS/Ofc of the Regional Commissioner	50	1.9%	84.4%	13.7%

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Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
General Services Administration	6,700	90.0%	5.0%	5.0%	30
FAS Commissioner	1,895	95.2%	2.9%	1.8%	9
Ofc of R01 Regional Commissioner	16	100.0%	0.0%	0.0%	0
Ofc of R02 Regional Commissioner	64	98.5%	0.0%	1.5%	0
Ofc of R03 Regional Commissioner	87	96.4%	1.3%	2.3%	0
Ofc of R04 Regional Commissioner	107	96.0%	2.9%	1.1%	1
Ofc of R05 Regional Commissioner	43	97.6%	2.4%	0.0%	0
Ofc of R06 Regional Commissioner	84	98.7%	1.3%	0.0%	1
Ofc of R07 Regional Commissioner	136	94.8%	4.4%	0.9%	1
Ofc of R08 Regional Commissioner	29	93.5%	3.3%	3.2%	0
Ofc of R09 Regional Commissioner	49	83.6%	8.7%	7.7%	0
Ofc of CO Commissioner	1,233	95.4%	3.0%	1.6%	5
FAS/Ofc of the Regional Commissioner	42	87.3%	2.5%	10.2%	0

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
General Services Administration	4,874	97.0%	2.0%	0.9%	34
FAS Commissioner	1,299	97.1%	1.7%	1.1%	13
Ofc of R01 Regional Commissioner	7	100.0%	0.0%	0.0%	0
Ofc of R02 Regional Commissioner	22	100.0%	0.0%	0.0%	0
Ofc of R03 Regional Commissioner	52	96.1%	2.1%	1.8%	1
Ofc of R04 Regional Commissioner	91	96.5%	2.2%	1.2%	0
Ofc of R05 Regional Commissioner	37	92.0%	5.5%	2.5%	0
Ofc of R06 Regional Commissioner	53	98.1%	1.9%	0.0%	3
Ofc of R07 Regional Commissioner	112	98.0%	0.9%	1.1%	0
Ofc of R08 Regional Commissioner	16	93.9%	6.1%	0.0%	0
Ofc of R09 Regional Commissioner	27	100.0%	0.0%	0.0%	0
Ofc of CO Commissioner	846	97.3%	1.7%	1.0%	9
FAS/Ofc of the Regional Commissioner	33	93.1%	0.0%	6.9%	0

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
General Services Administration	1,227	85.6%	12.8%	1.6%	113
FAS Commissioner	299	86.2%	13.1%	0.7%	26
Ofc of R01 Regional Commissioner	5	100.0%	0.0%	0.0%	0
Ofc of R02 Regional Commissioner	9	88.4%	11.6%	0.0%	1
Ofc of R03 Regional Commissioner	6	100.0%	0.0%	0.0%	0
Ofc of R04 Regional Commissioner	15	86.6%	13.4%	0.0%	1
Ofc of R05 Regional Commissioner	6	79.6%	20.4%	0.0%	2
Ofc of R06 Regional Commissioner	12	90.5%	9.5%	0.0%	3
Ofc of R07 Regional Commissioner	44	88.0%	9.3%	2.7%	1
Ofc of R08 Regional Commissioner	5	80.7%	19.3%	0.0%	0
Ofc of R09 Regional Commissioner	7	73.1%	26.9%	0.0%	0
Ofc of CO Commissioner	183	86.5%	13.5%	0.0%	17
FAS/Ofc of the Regional Commissioner	7	60.4%	26.7%	12.9%	1

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
General Services Administration	780	83.6%	14.1%	2.3%	134
FAS Commissioner	212	85.7%	12.0%	2.3%	44
Ofc of R01 Regional Commissioner	1	100.0%	0.0%	0.0%	0
Ofc of R02 Regional Commissioner	5	56.4%	43.6%	0.0%	0
Ofc of R03 Regional Commissioner	11	82.6%	17.4%	0.0%	0
Ofc of R04 Regional Commissioner	15	93.9%	6.1%	0.0%	3
Ofc of R05 Regional Commissioner	4	45.5%	54.5%	0.0%	2
Ofc of R06 Regional Commissioner	11	90.7%	9.3%	0.0%	3
Ofc of R07 Regional Commissioner	20	94.0%	0.0%	6.0%	4
Ofc of R08 Regional Commissioner	7	86.4%	13.6%	0.0%	0
Ofc of R09 Regional Commissioner	9	90.0%	10.0%	0.0%	0
Ofc of CO Commissioner	122	86.8%	11.1%	2.1%	31
FAS/Ofc of the Regional Commissioner	7	57.8%	27.0%	15.1%	1

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
General Services Administration	195	76.9%	22.5%	0.6%	95
FAS Commissioner	54	73.7%	24.2%	2.1%	28
Ofc of R01 Regional Commissioner	1	0.0%	100.0%	0.0%	1
Ofc of R02 Regional Commissioner	4	48.3%	51.7%	0.0%	1
Ofc of R03 Regional Commissioner	3	100.0%	0.0%	0.0%	0
Ofc of R04 Regional Commissioner	6	84.7%	15.3%	0.0%	0
Ofc of R05 Regional Commissioner	2	100.0%	0.0%	0.0%	1
Ofc of R06 Regional Commissioner	1	0.0%	100.0%	0.0%	4
Ofc of R07 Regional Commissioner	6	80.1%	0.0%	19.9%	1
Ofc of R08 Regional Commissioner	2	49.2%	50.8%	0.0%	0
Ofc of R09 Regional Commissioner	0	--	--	--	0
Ofc of CO Commissioner	29	76.4%	23.6%	0.0%	20
FAS/Ofc of the Regional Commissioner	0	--	--	--	0

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
General Services Administration	141	74.5%	24.9%	0.5%	83
FAS Commissioner	43	78.7%	21.3%	0.0%	34
Ofc of R01 Regional Commissioner	0	--	--	--	0
Ofc of R02 Regional Commissioner	2	100.0%	0.0%	0.0%	0
Ofc of R03 Regional Commissioner	0	--	--	--	0
Ofc of R04 Regional Commissioner	6	83.5%	16.5%	0.0%	0
Ofc of R05 Regional Commissioner	2	100.0%	0.0%	0.0%	2
Ofc of R06 Regional Commissioner	2	100.0%	0.0%	0.0%	5
Ofc of R07 Regional Commissioner	4	72.4%	27.6%	0.0%	2
Ofc of R08 Regional Commissioner	2	53.7%	46.3%	0.0%	0
Ofc of R09 Regional Commissioner	0	--	--	--	0
Ofc of CO Commissioner	24	74.9%	25.1%	0.0%	25
FAS/Ofc of the Regional Commissioner	1	100.0%	0.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

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Demographic Questions

Where do you work?

	N	%
Headquarters	981	50.0%
Field	981	50.0%

What is your supervisory status?

	N	%
Non-Supervisor	1,371	69.9%
Team Leader	156	8.0%
Supervisor	263	13.4%
Manager	145	7.4%
Senior Leader	25	1.3%

Are you:

	N	%
Male	987	51.1%
Female	945	48.9%

Are you Hispanic or Latino?

	N	%
Yes	145	7.6%
No	1,760	92.4%

Race

	N	%
American Indian or Alaska Native	16	0.9%
Asian	89	4.8%
Black or African American	403	21.7%
Native Hawaiian or Other Pacific Islander	15	0.8%
White	1,265	68.0%
Two or more races	72	3.9%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	3	0.2%
High School Diploma/GED or equivalent	60	3.1%
Trade or Technical Certificate	25	1.3%
Some College (no degree)	240	12.3%
Associate's Degree (e.g., AA, AS)	112	5.8%
Bachelor's Degree (e.g., BA, BS)	746	38.4%
Master's Degree (e.g., MA, MS, MBA)	717	36.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	42	2.2%

What is your pay category/grade?

	N	%
Federal Wage System	3	0.2%
GS 1-6	4	0.2%
GS 7-12	727	37.2%
GS 13-15	1,196	61.3%
Senior Executive Service	16	0.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	6	0.3%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	31	1.6%
1 to 3 years	82	4.2%
4 to 5 years	88	4.5%
6 to 10 years	482	24.7%
11 to 14 years	292	14.9%
15 to 20 years	246	12.6%
More than 20 years	734	37.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	82	4.2%
1 to 3 years	286	14.8%
4 to 5 years	128	6.6%
6 to 10 years	470	24.3%
11 to 20 years	489	25.2%
More than 20 years	483	24.9%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	1,491	76.4%
Yes, to retire	109	5.6%
Yes, to take another job within the Federal Government	245	12.6%
Yes, to take another job outside the Federal Government	49	2.5%
Yes, other	57	2.9%

I am planning to retire:

	N	%
Within one year	61	3.2%
Between one and three years	190	9.8%
Between three and five years	206	10.6%
Five or more years	1,478	76.4%

Self-Identify as:

	N	%
Heterosexual or Straight	1,552	83.1%
Gay, Lesbian, Bisexual, or Transgender	43	2.3%
I prefer not to say	272	14.6%

What is your US military service status?

	N	%
No Prior Military Service	1,357	70.7%
Currently in National Guard or Reserves	20	1.0%
Retired	266	13.9%
Separated or Discharged	277	14.4%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	264	13.7%
No	1,664	86.3%

What is your age group?

	N	%
25 and under	10	0.5%
26-29	63	3.1%
30-39	429	21.3%
40-49	467	23.2%
50-59	753	37.4%
60 or older	292	14.5%

Note: Percentages for demographic questions are unweighted.